

Department of Veterans Affairs
Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:
Internal Complaint Activity
Veterans Benefits Administration

29 CFR §1614.704(a) - (c)	29 CFR §1614.705 Comparative Data					2018
Complaint Activity	Previous Fiscal Year Data					
	2013	2014	2015	2016	2017	
Number of Complaints Filed in FY 1614.704(a)	137	171	144	171	197	194
Number of Complainants 1614.704(b)	130	161	134	161	187	184
Repeat Filers 1614.704(c)	7	10	10	11	10	9

29 CFR §1614.704(d)	29 CFR §1614.705 Comparative Data					2018
Complaints by Basis	Previous Fiscal Year Data					
	2013	2014	2015	2016	2017	
Race	43	56	47	60	76	56
Color	5	5	6	8	7	5
Religion	3	3	1	5	5	7
Reprisal	47	74	74	70	79	90
Sex	34	50	37	52	58	52
National Origin	9	10	5	8	4	9
Equal Pay Act	0	0	0	1	1	1
Age	29	44	46	47	43	46
Disability	72	98	69	79	116	109
GINA	0	0	1	1	0	0
Other	0	0	0	0	0	0
Non-EEO						

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29 CFR §1614.704(e) Complaints by Issue	29 CFR §1614.705 Comparative Data					2018
	Previous Fiscal Year Data					
	2013	2014	2015	2016	2017	
Appointment/Hire	7	3	4	2	6	6
Assignment of Duties	9	11	11	9	11	10
Awards	2	0	1	1	4	1
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action	26	30	29	30	35	39
Demotion	2	1	0	1	0	1
Reprimand	5	5	8	4	5	8
Suspension	10	8	8	13	9	4
Removal	3	2	1	2	6	9
Warning	6	14	12	10	15	19
Duty Hours	1	1	2	4	0	1
Evaluation Appraisal	6	6	8	12	11	15
Examination/Test	0	0	0	0	0	0
Harassment	62	88	73	87	104	114
Non-Sexual	59	80	67	80	99	111
Sexual	3	8	6	7	5	10
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	7	1	2	4	11	4
Promotion/Non-Selection	22	38	37	42	26	26
Reassignment	3	6	5	10	7	15
Denied		1	3	1	2	2
Directed		5	2	9	5	13
Reasonable Accommodation	37	53	34	42	53	41
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	5	2	2	4	3
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	4	5
Termination	9	16	6	9	12	20
Terms/Conditions of Employment	4	5	0	4	4	6
Time and Attendance	11	19	11	12	21	16
Training	3	4	5	5	10	5
Other	22	30	16	24	43	12

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Processing Time "...post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the then fiscal year..."		29 CFR §1614.704(f)										Num.	Ave. Days
		Previous Fiscal Year Data											
		Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days		
		2013		2014		2015		2016		2017			
All complaints pending in Investigative Stage	1614.704	54	172	51	130.2	48	132.6	57	135.0	63	131.0	60	143.0
All complaints pending in Final Agency Action Stage	(f) (1)	16	600	28	441.0	15	871.4	23	884.1	26	574.3	64	626.5
All complaints pending in which Hearing was not requested	1614.704												
	(f) (2)	13	466	28	441.0	13	866.7	23	884.1	23	525.3	61	548.4
Time in Investigation Stage		13	199	28	196.5	13	221.9	23	250.0	23	216.2	61	194.4
Time to issue Final Agency Action		37	145	29	140	34	136	35	143	34	117	43	129
All complaints pending in which a Hearing was requested	1614.704												
	(f) (3)	96	731	132	661.1	171	779.6	191	805.6	220	863.7	242	898.8
Time in Investigation Stage		96	197	132	205.7	171	209.3	191	214.2	220	216.0	242	203.7
Time to issue Final Agency Action		20	15	24	15	16	11	17	5	20	7	26	4

29 CFR §1614.704(g)	29 CFR §1614.705 Comparative Data					2018
Complaints Dismissed by Agency Pursuant to 1614.107(a)	Previous Fiscal Year Data					
	2013	2014	2015	2016	2017	
Total Complaints Dismissed by Agency	26	24	18	31	32	45
Average days pending prior to dismissal	49.92	58.9	42.1	64.0	40.0	46.4

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data					2018
Complaints Withdrawn by Complainants (h)	Previous Fiscal Year Data					
	2013	2014	2015	2016	2017	
Total Complaints Withdrawn by Complainants	1	11	7	24	18	14

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29 CFR §1614.704(k) Findings of Discrimination Rendered by Issue	29 CFR §1614.705 Comparative Data										2018	
	Previous Fiscal Year Data											
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	3	100%	2	100%	3	100%	2	100%	1	100%	2	100%
Appointment/Hire												
Assignment of Duties												
Awards												
Conversion to Full-time												
Disciplinary Action												
Demotion												
Reprimand												
Suspension												
Removal												
Other												
Duty Hours												
Evaluation Appraisal					1	33%						
Examination/Test												
Harassment	2	67%			1	33%						
Non-Sexual	2	67%			1	33%	1	50%				
Sexual												
Medical Examination												
Pay (Including Overtime)												
Promotion/Non-Selection			1	50%								
Reassignment												
Denied												
Directed												
Reasonable Accommodation			1	50%	2	67%	1	50%	1	100%	1	50%
Reinstatement												
Retirement												
Termination	2	67%					1	50%				
Terms/Conditions of Employment												
Time and Attendance												
Training												
Other					1	33%					1	50%

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29 CFR §1614.704(k) Findings of Discrimination Rendered by Issue	29 CFR §1614.705 Comparative Data										2018	
	Previous Fiscal Year Data											
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings Without Hearing - 704(k)(2)	2	67%	1	100%	1	100%	2	100%	0	0%	1	100%
Appointment/Hire												
Assignment of Duties												
Awards												
Conversion to Full-time												
Disciplinary Action												
Demotion												
Reprimand												
Suspension												
Removal												
Other												
Duty Hours												
Evaluation Appraisal												
Examination/Test												
Harassment	2	67%										
Non-Sexual	2	67%					1	50%				
Sexual												
Medical Examination												
Pay (Including Overtime)												
Promotion/Non-Selection												
Reassignment												
Denied												
Directed												
Reasonable Accommodation			1	100%	1	100%	1	50%				
Reinstatement												
Retirement												
Termination	1	33%					1	50%				
Terms/Conditions of Employment												
Time and Attendance												
Training												
Other											1	100%

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	Previous Fiscal Year Data											
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	3	100%	2	100%	3	100%	2	100%	1	100%	2	100%
Findings After Hearing 704(k)(3)	1	33%	1	50%	2	100%	0	0%	1	100%	1	100%
Appointment/Hire												
Assignment of Duties												
Awards												
Conversion to Full-time												
Disciplinary Action												
Demotion												
Reprimand												
Suspension												
Removal												
Other												
Duty Hours												
Evaluation Appraisal					1	50%						
Examination/Test												
Harassment					1	50%						
Non-Sexual					1	50%						
Sexual												
Medical Examination												
Pay (Including Overtime)												
Promotion/Non-Selection			1	100%								
Reassignment												
Denied												
Directed												
Reasonable Accommodation					1	50%			1	100%	1	100%
Reinstatement												
Retirement												
Termination	1	100%										
Terms/Conditions of Employment												
Time and Attendance												
Training												
Other					1	50%						

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29 CFR §1614.704(l)	29 CFR §1614.705 Comparative Data					2018
Complaints Pending From Previous Fiscal Years by Status	Previous Fiscal Year Data					
	2013	2014	2015	2016	2017	
Total complaints from previous Fiscal Years 704(l)(1)	96	109	187	210	227	289
Total Complainants 704(l)(2)	90	103	167	184	199	256
Number complaints pending: 704(l)(3)						
Investigation	1	1	0	0	0	0
ROI issued, pending Complainant's action	0	0	3	1	1	2
Hearing	79	91	145	152	169	200
Final Agency Action	10	12	12	20	14	38
Appeal with EEOC Office of Federal Operations	6	5	27	34	43	49
*Do not track						

29 CFR §1614.704(m)	29 CFR §1614.705 Comparative Data					2018
Complaint Investigations	Previous Fiscal Year Data					
	2013	2014	2015	2016	2017	
Number Pending Completion of Investigation	54	61	48	57	63	60
Pending Investigations Over Required Time Frames	14	1	5	14	7	6